

SCERA BOARD MEMBER STATEMENT OF EXPECTATIONS

I. PURPOSE

As the ultimate fiduciaries of the System, the SCERA Board members affirm the following expectations and commit, individually and collectively, to keep these expectations in mind when performing their duties as a trustee. These expectations are to be clearly articulated during the new Board member onboarding process to assist in understanding the responsibility of being a trustee. These expectations apply equally to all Board members.

- To welcome new members to the Board and demonstrate the collegial culture of Board meetings
- To assist new members in understanding the wide range of issues that come before the Board
- To support one another as partners in carrying out our fiduciary duties, always acting in the best interests of SCERA's participants and beneficiaries
- To regularly prepare for and attend Board and their respective Committee meetings
 - 11 Retirement Board meetings
 - 11 Investment Committee meetings
 - 12 Disability Committee meetings
 - 2 Audit Committee meetings
 - As needed Administrative Benefits meetings
 - 2-day Educational Forum held offsite
- To actively participate by listening and questioning in a respectful manner
- To stay engaged during meetings by arriving on time and avoiding distractions such as using cell phones during meetings, engaging in side conversations with other members, or stepping away from meetings for an extended period unless the trustee is leaving the meeting
- To strive for consensus, but expect and accept diversity of opinion
- To treat each other and staff with respect, dignity, sensitivity, and civility at all times
- To willingly share the reasons for differences, seek to understand each other, and where differences remain, to respectfully reserve the right to agree to disagree
- If serving as a Board or Committee Chair, endeavor to provide leadership and set the tone to ensure all members can voice their respective view
- To understand that the most effective and efficient role of the Board is policy setting and that implementation should be delegated to staff with the expertise to execute the Board's policies

- To work in good faith with SCERA leadership and other staff, and support their endeavors, which, in turn, promotes staff stability and excellence
- To maintain confidences and ensure that what is discussed confidentially within the Boardroom remains in the Boardroom
- To foster a culture of high ethical integrity and avoid even the appearance of conflicts
- To identify and implement best practices in everything we do as a Board, consistent with our Strategic Plan and governance policies
- To operate in a transparent manner that provides comfort and assurance to SCERA members and stakeholders
- To attend a comprehensive orientation as a new Trustee, complete 24 hours of education every two years related to governing a pension system, and complete required Sexual Harassment, Discrimination and Retaliation Prevention, Workplace Violence Prevention and Ethics training

III. REVIEW

The Board shall review this SCERA Board Member Statement of Expectations at least every three years to ensure that it remains relevant and appropriate.

IV. HISTORY

The Board adopted this policy on October 20, 2022.

Reviewed and revised on August 21, 2025.